CITY OF CAMDEN

P.O. Box 278 206 Van Buren, N.E. Camden, Arkansas 71701-0278 Telephone (870) 836-6436 FAX (870) 836-3369

(14)-JT-03-R06

Environmental Management Support, Inc. ATTN: Mr. Keith Arnold 8601 Georgia Avenue, Suite 500 Silver Spring, MD 20910

RE: City of Camden Environmental Workforce Development and Job Training Grant Application

Dear Mr. Arnold:

February 5, 2014

The City of Camden respectfully requests your consideration of funding of the enclosed Environmental Workforce Development and Job Training Grant Application. The City of Camden has been fortunate to receive an EPA assessment and two cleanup grants to assess, cleanup and redevelop an 80-acre tract located along Adams Avenue (SH-7), as well as, three Environmental Workforce Development and Job Training grants. With our first two grants, our training rate is 100% and we have placed over 80% of our graduates. Our third grant is currently in process with the last cycle of applicants being trained and placement activities **are** on-going.

The following is additional information for this application:

A. Applicant Identification:

City of Camden, 206 Van Buren NE, P.O. Box 278, Camden, AR 71701

B. Responses to the 6 threshold Eligibility Criteria:

- **a. Applicant eligibility.** The City of Camden is a general purpose unit of local government as defined under 40 CFR Part 31.
- b. Demonstration that the proposed project does not duplicate other federally funded environmental job training programs. There are no other federally funded environmental job training programs being conducted in the area.
- c. Required HAZWOPER training. A 40-hour HAZWOPER course will be conducted that will lead to a certificate from the Arkansas Environmental Training Academy (AETA).
- d. Federal funds requested: \$200,000.
- e. Substantial conformity with instruction and format. Yes.
- **f. Due Date.** The application will be submitted online at Grants.gov before February 13, 2014.
- C. Grant Type: Environmental Workforce Development and Job Training Grant

D. Location: Camden, Ouachita County, Arkansas plus surrounding communities within a 50-mile radius.

E. Contacts:

a. Project Director: Kathy Lee, Asst. Mayor, P.O. Box 278, Camden, AR 71711, Telephone: 870.836.6436; Fax: 870.836.3369; Email: adminl.camden@cablelvnx.com

b. Chief Executive Official: Chris Claybaker, Mayor, P.O. Box 278, Camden, AR 71711, Telephone: 870.837.5500; Fax: 870.836.3369; Email: mayor.camden@cablelynx.com.

- F. Date Submitted: February 13, 2014 via www.grants.gov.
- G. Project Period: October 2014 September 2017
- H. Population: 12,183

I. Training:

Green Technologies: Innovated and Alternative Treatment Technologies (Awareness)

CPR/First-Aid (Advanced)

Chemical Safety (Awareness)

Underground Storage Tank Leak Prevention (Awareness)

OSHA 30-Hour General Industry (Advanced)

Confined Space Entry (Advanced)

HAZWOPER (Advanced)

DOT Hazardous Waste Transportation (Advanced)

Environmental Spill Response (Advanced)

Industrial Wastewater Treatment Technologies (Advanced)

Municipal Wastewater (Advanced)

Stormwater Management (Awareness)

Solid Waste Management (Advanced)

Material Recovery and Recycling (Awareness)

Soil and Groundwater Remediation (Advanced)

Asbestos Worker (Advanced)

Lead Renovation, Repair and Painting (RRP) (Awareness)

Environmental Site Assessment (Phase I and II) (Advanced)

Environmental Sampling and Analysis (Advanced)

Please do not hesitate to contact Kathy Lee or me at 870.836.6436 should you have any questions or need additional information. Thank you for your consideration.

hris Claybaker

Mayor

CITY OF CAMDEN, ARKANSAS ENVIRONMENTAL JOB TRAINING PROGRAM APPLICATION

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CITY OF CAMDEN, AR ENVIRONMENTAL WORKFORCE JOB TRAINING PROGRAM

Narrative

Ranking Criteria

1. Community Need.

A. Community Description. This program will serve the City of Camden and surrounding counties in South Arkansas within a 50-mile commuting radius. Camden is a rural community located in the southern portion of the state of Arkansas. Camden is home to 12,183 people, according to 2010 Census data, of which 59.3% are of a minority race. Camden had a median household income of \$30,182 with 22.6% individuals living below poverty level. 17.8% of the population has income low enough to receive Supplemental Nutrition Assistance Program (SNAP) benefits. The following table is a comparison to County, State and National statistics.

	Target Community	County	State	National
Population:	12,183	26,120	2,915,918	308,745,5381
Unemployment:	Not available	9.1%	7.2%	6.5%2
Poverty Rate:	22.2%	20.3%	18.7%	14.9%³
Percent Minority:	59.3%	43%	23%	26.7%1
Median Household Income:	\$27,748	\$32,032	\$40,531	\$53,0463
Other: SNAP	Not available	18.3%	14%	11.4%

¹Data is from the 2010 U.S. Census data and is available at www.census.gov.

Demographics. This demographic profile for the City of Camden clearly shows higher rates of poverty, lower median household income and higher unemployment compared to State and National rates. Unemployment numbers are only available for Ouachita County and are 1.9% higher than the State rate for December 2013. Camden's percentage of minority residents is more than double that of the U.S. Median Household Income is lower than the County and State and is nearly half that of the Nation. The percent of people on SNAP benefits are significantly higher in Ouachita County than the State or National level.

²Data is from the Arkansas Labor Market for December 2013 and is available at www.discover.arkansas.gov/

³Data is from the 2012 American Community Survey and is available at www.census.gov/acs/www/index.html.

B. Labor Market Demand. According to Arkansas DOL, www.discover.arkansas.gov, Environmental Technician positions in Arkansas grew from 2010-2012 at a rate of 2.5%. From 2008-2018, the number of jobs in the field are expected to increase by 20.1%.

The City contacted area employers via email to solicit their input on this year's application, as well as, the previous out-of-town employers. All employers were in agreement that the program was continuing to meet their needs and no changes were suggested. Letters from employers of our graduates supporting the program's continuation and commitment to look at our graduates as positions within their company become available are attached.

Contracts for environmentally related tasks are most often awarded to companies outside the region because the necessary expertise isn't available here. With the assessment and two cleanup projects, we were forced to seek contractors outside our region. However, the Buck/Moore cleanup site will require groundwater monitoring and trainees will be able to acquire on-the-job training and assist the City with this task.

Camden Water Utilities also hires graduates as positions become available because the training is applicable to a number of positions in their operations, as it is in the City's Solid Waste Department. To continue to meet these demands, Solid Waste Management, Stormwater Management and Wastewater Treatment Technologies are being offered to our students. Mr. David Richardson, Manager of Camden Water Utilities, has indicated his support for the program in his letter attached.

Because our training prepares our graduates for an array of employment opportunities, many of our defense manufacturers have employed or promoted our trainees and have requested training in Chemical Safety Awareness, DOT Hazardous Waste Transportation, CPR, Confined Space Entry and OSHA 30-hour General Industry training. Our graduates work for or have been placed with local employers, such as Lockheed Martin, Aerojet and Spectra. These are high-wage positions within these companies and they give our graduates the opportunity to work locally.

En-Staff is an employment agency that places environmental workers in jobs within the state and surrounding area. A support letter from the company is included indicating their support for the program and their intention to continue to place our graduates in environmental workforce positions.

BES Design/Build LLC, a nearby Architecture/Engineering firm that is developing an environmental division and currently has a large environmental survey project in Little Rock, is interested in hiring our graduates with asbestos removal training and pledges to be an employer of our graduates in the event we receive funding to continue the program. Timothy Dickey, from our latest class, was hired immediately upon graduation.

2. Training Program Description, Anticipated Outcomes and Outputs

A. Training Program Structure. The training program outline is included with this proposal as *Attachment 4* and described in more detail below including an explanation for each component and the number of training cycles, hours per cycle, number of certifications to be earned, names of courses and schedule of classes.

Course Name	Advanced Federally Recognized Training Certification		Start Date/Completion Date	# of Times Course is Offered	Training Provider	
Green Technologies:	Awareness	AETA and Purdue Certificates	40	Jan 19-30, 2015; Jul 6-16, 2015; Jan 18-28, 2016	3	АЕТА
CPR/First-Aid	Advanced	American Heart Saver- CPR Card and AETA	8	Feb 2-3, 2015; Jul 20-21, 2015; Feb 1-2, 2016	3	АЕТА
Chemical Safety Awareness	Awareness	AETA	4	Feb 4, 2015; Jul 22, 2015; Feb 3, 2016	3	AETA
UST Leak Prevention	Awareness	AETA	4	Feb 5, 2015; Jul 23, 2015; Feb 4, 2016	3	АЕТА
30-Hr. General Industry	Advanced	OSHA 30 General Industry Card and AETA	30	Feb 9-19, 2015; Jul 27-Aug 6, 2015; Feb 8-18, 2016	3	АЕТА
Confined Space Entry	Advanced	AETA	20	Feb 23-26, 2015; Aug 10-13, 2015; Feb 22-25, 2016	3	AETA
HAZWOPER	Advanced			3	АЕТА	
DOT Hazardous Waste Transportation	Advanced	AETA	8	Mar 23-24, 2015; Aug 31-Sep 1, 2015; Mar 21-22, 2016	3	АЕТА
Environmental Spill Response	Advanced	AETA	8	Mar 25-26, 2015; Sep 2-3, 2015; Mar 23-24, 2016	3	AETA
Industrial Wastewater Treatment	Advanced	AR State License and AETA	36	Mar 30-Apr 9, 2015; Sep 14-24, 2015; Mar 28- Apr 7, 2016	3	АЕТА

Municipal Wastewater	Advanced	AR State License and AETA	24	Apr 13-21, 2015; Sep 28-Oct 6, 2015; Apr 11-19, 2016	3	AETA
Stormwater Management	Awareness	AETA	8 Apr 22-23; Oct 7 8, 2015; Apr 20- 21, 2016		3	AETA
Solid Waste Management	Advanced	AR State License and AETA	20	Apr 27-30, 2015; Oct 12-15, 2015; Apr 25-28, 2016	3	AETA
Material Recovery and Recycling	Awareness	AETA	16	May 4-7, 2015; Oct 19-22, 2015; May 2-5, 2016	3	AETA
Soil and Groundwater Remediation	Advanced	AETA	40 May 11-21, 2015; Oct 26-Nov 5, 2015; May 9-19, 2016		3	AETA
Asbestos Worker	Advanced	AR State License and AETA	32	May 26-Jun 3, 2015; Nov 9-18, 2015; May 23- Jun 2, 2016	3	AETA
Lead Renovation, Repair, and painting (RRP)	Awareness	AETA	4	Jun 4, 2015; Nov 19, 2015; Jun 6, 2016	3	AETA
Environmental Site Assessment (Phase I & II)	Advanced	AETA	8	Jun 8-9, 2015; Nov 30-Dec 1, 2015p; Jun 7-8, 2016	3	AETA
Environmental Sampling and Analysis	Advanced	AETA	20	Jun 10-16, 2015; Dec 2-8, 2015; Jun 13-16, 2016	3	AETA
Graduation		Remediation Technician Certificate		Jun 23, 2015; Dec 15, 2015; Jun 21, 2016	3	AETA

The proposed curriculum is comprehensive, realistic and detailed. The program has been tested in the last three grant rounds and continues to be successful. The primary objective of the training program will be to provide training, skills development and certifications necessary to effectively gain employment in assessment, cleanup and other related activities associated with brownfields redevelopment, environmental remediation and general, as well as specific, environmental job training. This training program is the only one of its kind in the state of Arkansas and is tailored specifically to meet the needs of this region's employers. Through regular monthly meetings with Human Resources (HR) Directors of local industry and by continuously corresponding with these

companies, we were able to get insight as to what type training our employers need and tailored our program accordingly. Our experience with providing this training in the past has given us the invaluable knowledge to know what works and what doesn't.

The program consists of 370 total training hours. Each training cycle will be comprised of traditional classroom lecture and advance laboratory training. Classes will be taught in the evening to provide students who are under-employed an opportunity to participate. In addition, students can receive college credit for training towards an Associates of Applied Science Degree in Environmental Science.

Number of Training Cycles: There will be three (3) training cycles during the grant period. Proposed dates for the training cycles are as follows:

- ➤ Cycle I January 19, 2015-June 23, 2015
- ➤ Cycle II July 6, 2015-December 15, 2015
- > Cycle III January 18, 2016- June 21, 2016

Number of Hours per Cycle: Each training cycle will be comprised of twenty-three (23) weeks of instruction. All training activities will be conducted during the evening (5:00 p.m. –9:00 p.m.) and will consist of 370 contact training hours

Students earn 37 CEU's, 20 certificates, 4 state occupational licenses (Asbestos Worker, Solid Waste Management, Municipal Wastewater and Industrial Wastewater) and 3 National Training Cards/Certificates (American Heart Saver CPR Card, OSHA 30-hour General Industry, Purdue Green Generalists).

B. Outputs and Outcomes.

b. Outputs and Outcomes.							
Overall # of	# of Graduates from	# of Graduates Placed					
Participants Enrolled	Program	in Environmental					
in Program	_	Positions					
51	45 (88%)	36 (80%)					

Outputs from Section 1.E. will be achieved in this program as described below:

- Increased number of individuals served. The majority of students we will recruit will be from Camden and the surrounding area where brownfields have been prevalent and job loss severe. Because we have met and exceeded our goals in our first two environmental job training programs and are in the process of meeting our goals in the 2012 program, we are confident that we can achieve those goals in this year's program. We plan to recruit and enroll 51 participants and graduate 45 students with a targeted placement rate of 80% or 36 graduates in jobs.
- **Training.** The classroom training, combined with practical, hands-on curricula modules will result in several certifications in environmental technology related subjects for each graduate. These certifications will be attractive to employers in the community and in many Arkansas environmental companies and consist of:

- Certification in environmental sampling and analysis, spill response, site assessment and site cleanup methods such as asbestos removal, soil and groundwater remediation, Lead Renovation, Repair, and Painting (RRP)
- Certification in OSHA 29 CFR 1910.120 40-hour HAZWOPER training.
- Training in Innovation and Alternative Treatment Technologies
- Training in underground storage tank leak prevention
- Training in Stormwater Management, and state certification in Industrial and Municipal Wastewater Treatment Technologies.
- Training in CPR/First-aid and Chemical Safety Awareness
- Training in solid waste management, material recovery and recycling, and DOT hazardous waste transportation.

Outcomes from Section 1.E. will be achieved in this program as described below:

- Participants will be given the opportunity to take advantage of jobs created by cleanup of hazardous sites in the area, as well as, with the city's water and wastewater company and Solid Waste department.
- This training will lead to sustainable employment in the environmental and green field both locally and abroad by providing certification and licenses in a number of training areas.
- Through partnerships formed between the City, the local university, the Arkansas Workforce Center, and area employers, this program has and will foster self sufficiency and enable all residents to participate in the promotion of environmental health and occupational safety.
- This program provides training in chemical safety awareness which should help reduce chemical exposures and improve the health of area workers, occupants and residents. It should improve participants' knowledge in the acquisition and attainment of chemical safety information and increase safety by improving chemical management.
- This training will foster self-sufficiency and enhance the skills and availability of labor for environmental remediation in Camden and other surrounding areas affected by environmental justice concerns and contamination by giving these residents the training necessary to equip them to recognize, analyze and clean up environmental hazards and promote environmental safety in our community.
- The program will enable Camden and surrounding residents to participate in the promotion of environmental health and occupational safety, both on the job and in their communities with training such as OSHA 30-hour general industry, RRP, HAZWOPER, Chemical Safety Awareness, and Environmental Spill Response.

Progress in achieving the above outputs and outcomes will be evaluated through the attached milestone schedule and reporting and tracking as described below.

The Milestone Schedule. Four tasks will be performed to ensure program success. They consist of Outreach, Instruction, Placement/Tracking and Project Management. The tasks and expected outputs are described below and in the attached Milestone Schedule (Attachment 2).

This program contains several mechanisms carried out through specific tasks that can be implemented, measured and reported to ensure successful results in training and placing individuals in environmental careers. Through the screening component provided by the Arkansas Workforce Center, only capable individuals will be enrolled in the program. During this course of study, the students will complete several modules that will provide them with State and/or National Certifications. Along with these certifications, the students will also obtain practical skills which will provide them with the knowledge to obtain gainful employment. Upon completion of this program of study the student will receive an overall Certificate of Completion as an Environmental Workforce Technician. The tracking component lends support from the beginning of their training.

• Description of how outcomes/outputs will be evaluated.

Outreach - We will recruit seventeen (17) students for each cycle and enroll fifteen (15) for a total of 45 during the two-year program. Our goal is to successfully graduate a total of forty-five (45) of the maximum class capacity in the three training cycles. Through a partnership with the Southwest Arkansas Planning and Development (SWAPDD) and the Workforce Investment Board (WIB), the local Workforce Center will take applications and screen applicants for the program. This agency has over 30 years experience in this field and is a valuable partner in this program. Applicants will be screened, given health exams and interviewed to ensure they are intellectually and physically able to successfully complete the program.

Program directors and partners will attend the annual Environmental Job Training Workshop each year along with other instructional meetings and conferences necessary to ensure that employees are adequately equipped to successfully carry out the directives of this program.

<u>Instruction</u> - The training program will consist of classroom style training, practical training and curricula modules. Participants completing the instruction will be certified in OSHA, HAZWOPER, asbestos abatement, CPR/First-Aid, Solid Waste Management, Municipal and Industrial Wastewater Treatment Technologies and specialized knowledge of environmental problems and solutions. Classes are offered in the evening for the under-employed.

<u>Placement/Tracking</u> – The anticipated output goal is to place **80%** or 36 graduates in environmental careers. This will be accomplished through meetings with local industry human resource (HR) personnel, referrals from the Arkansas Department of Environmental Quality (ADEQ), Arkansas Workforce Center, including the Veteran's representative, and City cleanup projects. Graduates have and will continue to be considered for environmental-related jobs in the City's Water and Solid Waste Departments. Most importantly, the City's Brownfield (BF) Program manager will maintain relationships with environmental contractors and staffing firms that have employed former graduates.

Trainees' progress will be tracked through the City's BF Program Manager, with assistance from SAU Tech/Arkansas Environmental Academy (AETA) and the

Workforce Center. The BF Manager tracks the students' progress from the time they submit an application for the program through their job placement and beyond. The Brownfield Manager keeps an updated database on each and every student who completes the program and makes contact with students when employment opportunities are available. Even students who have gained employment are contacted to make sure they are satisfied in their jobs and to give them an opportunity to change jobs if there are better job opportunities.

AETA tracks students' progress during training to ensure that every student understands the information being taught and tutors them if they are having trouble to ensure that every serious student passes the course. Students are referred to SAU Tech Adult Education if they need remedial training in math, English, reading or writing. The AETA assists the City in placing graduates upon completing the training and a couple of our previous graduates have gone on to receive their Associates Degree in Environmental Science from the Academy.

<u>Project Management</u> – The City's BF Program Manager will be responsible for EPA required reporting as deliverables that measure and track the project's success in achieving desired outputs. The reporting documents will include quarterly project reports, ACRES updates, and Minority and Women Business Enterprise (MBE/WBE) reports, as well as, annual financial status reports, a final job training summary report and federal audits.

C. Recruitment and Screening. Recruitment for Cycle I will begin in November 2014 or upon funding announcement. Although because of the success of the program and "word of mouth" there are many applications on file waiting for a new training cycle to begin. The City will use the local City Channel, newspaper ads and radio in our recruiting efforts. We will have outreach meetings with testimonials from potential employers, as well as, former graduates who are now employed in environmental careers.

All partners participate in screening and interviewing potential candidates. Prospective students will be required to have a complete physical exam to ensure their physical ability to perform the work required in training and on the job. Criteria for the assurance of graduation from the program will include pre-tests, classroom and practical instructional methods, post-tests and certification exams.

- Fees. All fees associated with the training including, but not limited to, health exams, certification and licensing fees, tuition and books, will be covered by the grant to ensure that there is no undue financial burden on the participants.
- Transportation. Camden is a rural community and does not have public transportation. However, the South Arkansas Development Council (CADC) is a local partner in the program which provides transportation for students needing these services at little or no cost to the student. Transportation stipends are available to those students who are WIA clients and the program application is used to determine

whether or not they qualify for WIA funding. Adequate parking is available on the SAU Tech campus.

D. Program Support. There are a number of ways the City helps graduates find employment. Trainees' progress will be tracked through the City's BF Program Manager, with assistance from SAU Tech/Arkansas Environmental Academy (AETA) and the Workforce Center. The BF Manager tracks the students' progress from the time they submit an application for the program through their job placement and beyond. The BF Program Manager keeps an updated database on each and every student who completes the program and makes contact with students when employment opportunities are available. Even students who have gained employment are contacted to make sure they are satisfied in their jobs and to give them an opportunity to change jobs if there are better job opportunities.

The Workforce Center has pledged to assist in services and referrals for job placement, work readiness counseling, exposure to post-secondary education and other activities such as supportive services for those students who qualify as WIA clients in transportation, child care, uniforms and supplies, etc. as needed (see attached support letter from the Southwest Arkansas Workforce Investment Board).

The Arkansas Workforce Center, including the Veterans' Representative, along with SAU Tech and the City of Camden, work with individuals and employers in obtaining employment following graduation and certification. The City's BF Manager, Arkansas Workforce Center employees and AETA personnel meet on a regular basis with a local Human Resources (HR) group that consists of area employers. The HR Directors are notified when students are graduating. These area employers are consulted regarding program development and changes to help meet the needs of local industry.

City workers in the Street Department are now qualified to remove asbestos in condemned buildings and the City will employ graduates of this program as positions in the Street Department become available. Also, the city's Water and Wastewater Utilities company, as well as, the Solid Waste Department utilize the skills taught in the program and hire graduates on a continual basis.

The Arkansas Department of Environmental Quality (ADEQ) participates as a partner in the Environmental Technician training program and refers employers who are looking for environmental technicians. Two of these referrals, Environmental Staffing and TAS Environmental, place technicians in jobs across Arkansas and neighboring states and work with the City to staff these jobs with our graduates.

The third year of the program will be specifically for placing and tracking graduates' success.

We didn't find any state or local hiring incentives or tax credits, but the Camden Port Authority has pledged to give special consideration to contractors who agree to hire graduates of the training program (see attached support letter).

3. Programmatic Capability

A. Grant Management System

- The City of Camden has received over \$18 million in grant funds since Mayor Chris Claybaker took office in 1995. City of Camden employees have been working with EPA since receiving their first grant in 2000. Kathy Lee, the City's BF Manager, holds a Bachelor's Degree and has 20 years' experience in grant writing and management. Kathy is a certified EPA Quality Assurance Manager and is responsible for successfully managing the previous three job training programs. Other city employees such as the Treasurer and Code Enforcement Officer are kept informed of the programs and attend training opportunities and conferences when possible. Both these individuals hold college degrees in their respective fields and are highly qualified staff. These individuals would be able to continue the program in the absence of Mayor Chris Claybaker or Kathy Lee until qualified replacements were found.
- The AETA will be chosen, through sole source procurement in accordance with the requirements of competitive Procurement Standards as described in Section II.E. of this proposal, as the training provider because it is the only environmental training academy recognized in the state of Arkansas to offer training for licensing and certification in the fields of water, wastewater, solid waste management, backflow prevention and specific training for environmental personnel.

B. Organizations Experience

Students will be recruited through the local Arkansas Workforce Center, whose client base is primarily low-income, minority, unemployed and underemployed individuals in the community. The Arkansas Workforce Center is operated through the SWAPDD WIB and has over 30 years experience in the area of workforce education and job training and placement.

The AETA, as the State's only Environmental Training Academy, will be the training provider. AETA is staffed with instructors who are validated with the highest level of licensing and certifications available in their respective fields. A letter of commitment with credentials from the AETA is included in *Attachment 3*. The AETA has been training for state licensure programs for the Arkansas Department of Environmental Quality and the Arkansas Department of Health since 1968. It was the environmental training provider in the past three programs and provided excellent services to our participants.

As you can see from our accomplishments in the 2007, 2009 and 2012 Environmental Job Training Programs, we have proven our ability to implement a successful **environmental** training and employment program.

C. Audit Findings

The City received two audit findings for 2009 and 2010 for all federally-funded programs as follows: 1-Segregation of Duties- Due to the City's size and limited financial staff, the city wasn't able to properly segregate financial accounting duties. To correct this problem, the City will segregate financial duties to the extent possible with the current staffing levels.

2- Submission of Data Collection Report – the audit wasn't conducted within the nine month timeframe because the selected auditor didn't begin work timely and was terminated which led to the need for hiring a second auditor to complete the audits. To remedy future problems, the City will procure annually as soon as audit requirements are established. The City anticipates future data collection reports being filed timely.

D. Past Performance and Accomplishments

The following table lists EPA funded assistance agreements:

i) Grant	Balance of Funds remaining	Compliance with Grant Requirements - a. workplan b. reporting	Accomplishments a. # committed to train b. # trained c. placement rate d. goals met or corrective action e. reflected in ACRES?
2012 Environmental Workforce and Job Training Grant	\$4,114.53	 a. All items in Task 1-Recruitment are complete. All but 1 item in Task 2 – Training is complete because the last cycle is being trained now. Task 3 – Placement is still in process until 9/30/2015. b. Task 5 – Reporting is still in process until 9/30/15. All reports to date have been submitted on time. 	a. 45 committed to train b. 22 trained to date c. 9 placed to date d. the goals aren't met but the project is still on-going e. yes
2009 BF Job Training Program JT-96688401	\$0	a. all items on workplan complete. b. all quarterly, annual and ACRES reporting complete	a. 24 committed to train b. 37 trained – 154% c. 29 placed – 78% d. goals exceeded e. yes
BF Cleanup Grant (Moore/Buck) BF-96670601	\$0	a. all items on workplan complete b. all quarterly, financial and ACRES reporting complete	Completed Quality Management and Work Plan, QA training, attended training conferences, Consultant and contractor procurement, Implementing

BF Job Training Program 2007	\$0	a. all items in workplan complete b. all quarterly, annual and ACRES reporting complete	Agreement with ADEQ, UST removal and site cleanup, PDP preparation, confirmatory and groundwater sampling, groundwater sampling plan a. 24 committed to train b. 22 trained – 92% c. 19 placed – 86% d. placement goal of 80% exceeded. Corrective action to increase number trained – recruit more than planned e. yes
BF Cleanup Grant (Thrower's site)	\$0	a. all items in workplan complete b. all quarterly, annual and ACRES reporting complete	Completed both hazardous and petroleum cleanup. Received Certificate of Completion from ADEQ. Completed all reporting requirements.

4. Community and Employer Partnerships

A. Collaboration with Entities Involved with Local Remediation Activities and Environmental Projects.

The Camden Port Authority is currently in the process of monitoring groundwater on the Buck/Moore site. Students will be used to take samples and analyze the results which will assist the City Port Authority in its monitoring requirement, as well as, give students on-the-job training, thereby increasing their qualifications to obtain future employment.

B. Community Partnership Building.

Community Involvement and Notification. A formal public hearing was held on January 14, 2014. Notice of the meeting was posted at City Hall and advertised in the local newspaper, radio and City Channel seven days prior to the meeting. Citizens were informed about the City's intent to apply for funds to continue the Environmental Workforce Job Training Program and were given an opportunity to provide input during the development of the proposal. Later that evening, the City Council indicated their support and gave the authority for the Mayor to submit the application and to contract with AETA if the program is funded in Resolution No. 3-14.

The City of Camden has partnered with the local Arkansas Workforce Center to assist with recruitment and job placement of training participants. A support letter from the **Workforce Investment Board** is included in *Attachment 3* to this proposal.

Training for the program is being provided by the local academic institution, **SAU Tech** through the AETA. Their commitment letter is included in *Attachment 3*.

The local **Arkansas Workforce Center** is a partner in this program and will be referring prospective students to the City for training. The Center will assist in placement and counseling and will assist participants in receiving the Career Readiness Certificate (CRC) for job placement in local industries. SAU Tech, which will be providing the training for this program, has responsibility for the Adult Education Center in Camden, which provides life skills training, GED preparation and remedial education in math, English and reading. Transportation assistance to SAU Tech can be provided through the Central Arkansas Development Center (CADC) for a nominal fee if they don't qualify for WIA funding, which provides transportation stipends.

C. Employer Involvement.

The City contacted area employers via email to solicit their input on this year's application, as well as, the previous out-of-town employers. All employers were in agreement that the program was continuing to meet their needs and no changes were suggested. Letters from employers of our graduates supporting the program's continuation and commitment to look at our graduates as positions within their company become available are attached.

The City's BF program manager attends the Calhoun-Ouachita Business and Industry Training Coalition (COBITC) meeting quarterly with the Human Resource personnel from local industry and involves the group in planning and tweaking the curriculum as needed through group discussion. All area employers, including any labor unions, are members of the COBITC. Student resumes will be distributed to local employers upon graduation.

Camden Water Utilities maintains the City's water and wastewater facilities and offers employment to our graduates when positions are available. The Manager has indicated his support in a letter included in *Attachment 3*.

Employers that have hired graduates from the current program have provided input and helped us to develop a more comprehensive training program. Letters of support and emails from some of these companies are included in *Attachment 3*. As indicated in the letters from these employers, they have hired and have committed to continue to hire graduates of the program.

5. Budget/Resources

A. Budget.

Project Funding	Outreach	Instruction	Program Mgmt.	Placement/ Tracking	TOTAL
EPA			*********		
Travel	5,000				5,000
Contractual		180,300			180,300
Supplies	900		900	900	2,700
Other - Health					
Exams/Ads	12,000			PARA	12,000
Total EPA Funding	\$17,900	\$180,300	\$900	\$900	\$200,000

EPA Project Funding

Outreach – Travel funds will be used for City personnel and Arkansas Workforce Center partners (5 @ \$1000) to attend the annual Environmental Workforce Job Training Grant workshop and National Brownfield Conference.

Supplies – Marketing material such as brochure paper, mail supplies, color printer and postage will be purchased to market the program to recruit potential students at an estimated cost of \$900.

Other Costs (Physical Exams/Media Advertisements) - A health exam costs approximately \$200 for each student; 45 students will be examined for a total of \$9,000.

Funds have been inserted to place media advertisements to market the program through newspaper and radio for recruitment. We expect to spend \$1,000 per training cycle for a total of \$3,000.

Adequate marketing for recruitment and placement will help us meet our goals for the expected outputs of 88% trained and 80% placement.

Instruction - All costs for instruction, including personnel costs for instructors, training facilities, training equipment, travel and training, and graduation ceremonies is \$180,300. The breakdown of costs associated with the training is as follows:

Training Fees - \$170,100 Graduation Expenses - \$3,000 Travel and Staff Training - \$7,200

See Attachment 4 for the complete training budget.

SAU Tech AETA will be contracted through sole source procurement to perform these services and has given these figures as a firm estimate. The City Council approved contracting with the AETA (if funded) and they have already prepared the curriculum.

Training is the core element of this program. Outputs will be accomplished through classroom style training, practical training and curriculum modules to provide all EPA required program training and certificates.

Program Mgmt. - \$900 is budgeted for office supplies to manage the program and conduct reporting activities in compliance with grant requirements.

Placement/Tracking - \$900 is budgeted for an I-Pad and applications to track participants' progress throughout the program including placement in employment.

B. Leveraging

Contractual costs to complete any required federal audits will be paid for by the City.

The City will provide personnel to coordinate and manage the job training program. The City's BF Program Manager will recruit, assist in screening, set up health exams, keep records and help track students and graduates, place graduates with employers and market the program to employers, as well as, complete all reporting requirements.

Costs for travel to partners' meetings, public meetings, recruitment meetings and other necessary local travel will be provided by the City and its partners at no cost to the program. The City will provide all communication expenses such as telephone, fax and internet services for email communication at no cost to the program. Postage required to recruit, train, place, and track participants will also be contributed by the City at no cost to the program.

The Arkansas Workforce Center will screen and recruit applicants. Other services such as child care, travel, job-readiness training, etc. will be provided through the Workforce Investment Act program for those students who qualify (see attached support letter). All expenses are being donated to the project.

SAU Tech's Adult Education Program provides life skills training and GED preparation. Transportation assistance to SAU Tech can be provided through the CADC for a nominal fee to those students who don't qualify for WIA.

CITY OF CAMDEN, ARKANSAS ENVIRONMENTAL JOB TRAINING PROGRAM APPLICATION

Attachment 1: References

a. Two employers who have hired participants from your job training program.

Camden Water Utilities - Attn: David Richardson, Manager

Telephone: 870.836.7331

Graduates Hired: Eric Muse, Corey Burnell, Anthony Williams

BES Design/Build LLC

Jeff Fairchild

Office: 501.313.2729 Cell: 501-258-0810

Graduate Hired: Timothy Dickey

b. Two community-based organizations names and phone numbers.

SAU Tech – Randy Harper, Director of the Arkansas Environmental Academy,

Telephone: 870.574.4550

Southwest Arkansas Workforce Investment Board - Arkansas Workforce Center,

El Dorado, AR – Donna Rainey

Telephone: 870.862.6456

c. Two organizations from the employer community involved in development of the program.

En-Staff

Dwayne Burnett

Telephone: 704.529.6707

Has expressed commitment to place graduates

Camden Port Authority

Chris Claybaker

Telephone: 870.837.550

Has expressed commitment and/or intent to hire graduates

ATTACHMENT 2 MILESTONE DESCRIPTION

TASK	OUTPUT	START/COMPLETE TARGET DATES	DELIVERABLES
Outreach	Applicants recruited, screened, interviewed and given health exam. Travel and training for program managers.	10/14 — 1/16	Media ads, public meeting minutes, brochures, health exams, BF conference and training agendas
Instruction	Planning, contract with training provider, training course preparation, instruction, certifications and licenses	3 Training Cycles: Cycle I: 1/15 – 6/15 Cycle II: 7/15 - 12/15 Cycle III: 1/16 – 6/16	Planning meeting minutes, course outline, contract for services, certificates and licenses
Placement/Tracking	Inform and coordinate with partners, area employers, environmental staffing agencies and contractors to place graduates in jobs. Track trainees' progress during training and after graduation through employment.	6/15 – 9/17	Meeting minutes, resumes to place at least (80%) graduates in environmental and related careers. Track training progress, track after graduation and placement progress
Program Mgmt.	City BF Program Manager will perform project management including EPA required project reporting.	Reports Due: 1/31/15; 4/30/15; 7/31/15; 10/31/15; 1/31/16; 4/30/16; 7/31/16; 10/31/16; 1/31/17; 4/30/17; 7/31/17; 10/31/17 Final Summary Report- 12/31/17	Project Reports - due quarterly; MBE/WBE Reports due annually Financial Status Report due annually Final Summary Report due 90 days after project completion

Appendix 3 Other Factors Checklist

Nan Plea Env prop	ne of Applicant: CITY OF CAMDEN use identify with an X any of the items below which may apply to your proposed ironmental Workforce Development and Job Training Grant project area as described in your posal. EPA may verify these disclosures and supporting information prior to selection and consider this information during the evaluation process.
	Applicant's target area contains a recent (2008 or later) manufacturing plant closure, including auto plant closure, or other significant economic disruptions, such as bankruptcy. To be considered, applicant must identify here the timeframe and name of the plant recently closed and jobs lost, or reason for other significant economic disruption within the target area:
X	Applicant's target area will serve a "micro" community (a community with a population of 10,000 or less) or rural community (a community with a population of 20,000 or less) and is not located within a Metropolitan Statistical Area. Indicate whether the area served is a micro community or rural community: RURAL
	Applicant has never received an EPA Environmental Workforce Development and Job Training Grant or Brownfields Job Training Grant;
	Applicant is, or applicant will serve, a federally recognized Indian Tribe or United States Territory;
	Applicant's target area has been affected by recent (2006 or later) natural disaster(s) and has caused significant economic or environmental distress. To be considered, applicant must identify here the timeframe and type of natural disaster(s) that occurred:
x	Applicant is proposing to deliver training beyond brownfields hazardous waste, including: wastewater/water quality, Superfund, solid waste, emergency response, or enhanced chemical safety related training. Specify the type(s) of training(s) to be delivered: Chemical Safety, Environmental Spill Response, Municipal and Industrial Wastewater Treatment, Stormwater and Solid Waste Management
	Applicant is a recipient of a HUD/DOT/EPA Partnership for Sustainable Communities (PSC) grant and the proposed target area includes the same area served through the PSC funding;
	Applicant's defines their target area as an environmental justice community – a community that bears a disproportionate impact of environmental contamination or faces adversely high cumulative environmental impacts. Specify the reasoning behind your classification of the community as en environmental justice community, including

quantitative data on the percent of low-income and/or minority individuals and the corresponding cumulative environmental health impacts in the community;
Applicant has received 21 st Century Conservation Service Corps (CSC) member designation.
X Applicant is seeking to serve veterans.



PO Box 3499 Camden, Arkansas 71711 Phone: (870) 574-4550 Fax: (870) 574-4565 Website: www.sautech.edu

January 27, 2014

Honorable Chris Claybaker Mayor, Camden, Arkansas

RE: Letter of Commitment - Environmental Workforce Development and Job Training Grant

Dear Mayor Claybaker,

Please accept this letter as the Arkansas Environmental Training Academy's commitment to partner with the City of Camden to provide training for the US EPA Environmental Workforce Development and Job Training Grant.

The Arkansas Environmental Training Academy is a division of Southern Arkansas University Tech in Camden, Arkansas. The Academy is legislatively mandated as the Environmental Training Center for the State of Arkansas. The Academy offers a diversity of state and nationally recognized training programs, workshops, continuing education programs and college curricula. The Academy maintains a close working relationship with local, state and federal regulatory agencies to provide students with the most current training possible. The Academy consists of five training divisions: Water (Treatment/Distribution), Wastewater (Collection/Treatment), Solid/Hazardous Waste Management, Backflow Prevention, and Environmental Health & Safety.

The Arkansas Environmental Training Academy Instructors are validated with the highest level of Certification, Licensure, and/or degrees available for their respective fields. The Academy facilities are the only facilities of their kind in the state of Arkansas. The Academy utilizes a multi-media approach to classroom lecture and hands-on training modules in a controlled laboratory setting.

In conclusion, the Academy recognizes the importance of this program to the businesses, industries, and ultimately, the citizens of Camden (Ouachita County) Arkansas and the surrounding communities. The Academy is excited to partner with you in this endeavor.

Respectfully Submitted

Randy J. Harper REM

Director, Arkansas Environmental Training Academy

Southern Arkansas University Tech

The Arkansas Environmental Training Academy was created in 1968 and is the designated Environmental Training Center for the State of Arkansas. The mission of the Academy is to provide quality training and educational programs to aid the management and operating staff of municipal and industrial facilities in meeting state and federal licensing and certification requirements. Within its resources, the Academy accomplishes its mission through comprehensive certification and continuing education programs, statewide technical assistance programs, administrative and student services, and professional development for faculty and staff. The Academy provides training on the SAU Tech Campus, at training locations statewide, and by Internet delivery.

The AETA Instructional Staff maintains the highest Instructional Certifications, Licenses, and qualification for their respective disciplines.

Randy Harper is the Director of the Arkansas Environmental Training Academy. Harper holds a Bachelors Degree in Engineering Physics and an Associates of Applied Science in Environmental Science. Harper has 28 years' experience in public service, vocational, technical, and adult education and will serve as the student advisor/counselor and teach Green Technologies: Innovated and Alternative Treatment Technologies and Industrial Wastewater Treatment Technologies.

Jeremy Rowe is the Water Program Coordinator/Instructor for the Arkansas Environmental Training Academy. Rowe holds a Bachelors Degree in Biology and Biblical Studies; He is approaching a Masters Degree in Soil and Water Science. Rowe has 14 years' experience in soil and water training for the Arkansas Department of Health and Arkansas Environmental Training Academy. Rowe will teach Groundwater Remediation.

Rickey Cole is the Environmental Health & Safety Program Coordinator/Instructor for the Arkansas Environmental Training Academy. Cole holds a BS Degree in Geology, an MS in Geosciences" and is an OSHA Authorized Trainer. Cole holds an Arkansas Asbestos Contractor/Supervisor License, Solid Waste Master License. Cole has 31 years' experience in EHS and Geosciences engineering. Cole will teach Hazwoper, Asbestos Worker, Underground Storage Tank Leak Prevention, Chemical Safety Awareness, DOT Hazardous Waste Transportation, Environmental Site Assessment (Phase I and II) and Environmental Spill Response.

Jonathan Richardson is the Assistance Director for the Arkansas Environmental Training Academy. Richardson holds an Associates of Applied Science in Environmental Science, an Arkansas Class IV Municipal and Advanced Industrial Wastewater License and is an OSHA Authorized Trainer. Richardson has 16 years' experience in public service, vocational, technical, and adult education. Richardson will teach OSHA 30-Hour General Industry, Confined Space Entry, Stormwater Management, and Municipal Wastewater Treatment Technologies.

John "Jay" Northern is the Backflow Prevention Program Coordinator/Instructor for the Arkansas Environmental Training Academy. Northern holds a Bachelors Degree in Environmental Science, a Masters of Public Health and a teaching certification in Backflow Prevention Technologies. Northern has 15 years' experience in backflow prevention, sampling and analysis, as an environmental health specialist. Northern will teach Environmental Sampling & Analysis.

Peggy Cole is a Registered Nurse. Cole has an Associates Degree in Nursing and Associates of Arts Degree. Cole is an approved instructor with the American Heart Association and the American Red Cross. Cole has 26 years of nursing experience in hospitals, public school systems and is currently teaching LPN students at the colligate level. Cole will teach CPR/First Aid.

Ken Nutt is the Solid Waste Program Coordinator/Instructor for the Arkansas Environmental Training Academy. Nutt holds a Masters Solid Waste License, Command Sergeant Major for the Arkansas National Guard. Nutt has 13 years experience in Solid Waste Management as Landfill Manager, Materials Recycling Center and Transfer Station Manager. Nutt will teach Solid Waste Management and Material Recovery and Recycling.

SOUTHWEST ARKANSAS WORKFORCE INVESTMENT BOARD

P.O. Box 767, 101 Harvey Couch Blvd. Magnolia, AR 71754 (870) 235-7510 Fax: (870) 234-0135

February 10, 2014

U.S. Environmental Protection Agency Office of Brownfields Cleanup and Redevelopment 1200 Pennsylvania Avenue, NW, Room 2402 Washington D.C. 20460

RE: Letter of Support/Brownfields Job Training Grant

Dear Sir or Madam:

On behalf of the Southwest Arkansas Workforce Investment Board (SWAWIB), I am pleased to write this Letter of Support for the City of Camden, Arkansas, applicant for the Brownfields Job Training Grant. The SWAWIB oversees operations of the Arkansas Workforce Centers in the twelve counties of Southwest Arkansas. The SWAWIB also oversees the Workforce Center Operator for the Workforce Investment Act (WIA) in this service area.

The Arkansas Workforce Center at Camden is the recognized entity in Camden (Ouachita County), Arkansas pertaining to educating and training applicants who are unemployed, as well as the existing workforce. Past successful partnerships with other organizations reflect a positive track record in our ability to serve the community and to achieve optimal results. We work closely with key stakeholders in economic and workforce development to ensure that recipients of our services are ready for work upon completing our programs and activities. The Center is committed to assisting the City of Camden, institutions of higher education, and the local Department of Workforce Services in referring prospective applicants and/or WIA clients to the City for participation in the Brownfields Job Training Program. Our primary focus is to connect a well trained, qualified workforce to the jobs the project will generate.

The Center will assist in services and referrals for job placement, work readiness counseling, exposure to post-secondary education, and other activities (for those students who are WIA clients) such as supportive services (transportation, child care, uniforms and supplies, etc) as appropriate. The local college, SAU Tech, which will provide the training for this program, has responsibility for the Adult Education Center in Camden, which provides life skill training and GED preparation. Transportation assistance to SAU Tech can be provided through the Central Arkansas Development Council, a local

community development organization, for a nominal fee. Each organization is already a City partner and an Arkansas Workforce Center partner.

By awarding the Brownfields Training Grant to the City of Camden, this economically depressed community will benefit greatly. Current and future economic/workforce development activities will be accentuated with the addition of these new jobs and newly gained skills. Workers who have been dislocated from employment due to plant closures and workforce reduction activities will have an opportunity to be retrained in an "in demand" field of work and remain in this geographical vicinity. This is very important to many who are residents of Ouachita County, namely Camden.

Sincerely,

James Baine, Chairman

James E Barre

Southwest Arkansas Workforce Investment Board

CITY OF CAMDEN

P.O. Box 278 206 Van Buren, N.E. Camden, Arkansas 71701-0278 Telephone (870) 836-6436 FAX (870) 836-3369

February 6, 2014

Environmental Management Support, Inc. ATTN: Mr. Keith Arnold 8601 Georgia Avenue, Suite 500 Silver Spring, MD 20910

RE: City of Camden Brownfields Job Training Grant Program

Dear Mr. Arnold:

As chair of the Camden Port Authority, I wish to express our support of the above-referenced program. The Port Authority has been involved in brownfields assessment and cleanup activities since 2000.

We are currently in the process of a petroleum cleanup activity on the Moore/Buck site located within an 80-acre brownfield area. Graduates of the Brownfield Job Training Program can be used to assist in groundwater monitoring and cleaning up brownfield sites throughout the community. Contractor bidders solicited by the Port Authority to perform remediation will receive special consideration if they agree to hire graduates of the training program.

The Brownfield Job Training Program will help ensure that the economic benefits derived from the brownfields revitalization efforts remain in the local area and will prevent a disproportionate burden of the effects of environmental contamination on disadvantaged residents. The program also forms valuable partnerships between the City of Camden, the Port Authority, the Southwest Arkansas Workforce Investment Board's Workforce Centers, the Arkansas Department of Workforce Services, the Arkansas Department of Environmental Quality and our community college, SAU Tech.

Please do not hesitate to contact me at 870.837.5500 should you have any questions or need additional information. Thank you for your consideration of funding for the City of Camden Brownfields Job Training Program.

Chris Claybaker

Singerell

Chair, Camden Port Authority

Camden Water Utilities P. O. Drawer J Camden, AR 71711



Office 870-836-7331 Fax 870-836-5190 www.camdenwaterutilities.com

January 23, 2014

The Honorable Chris Claybaker

City of Camden

P.O. Box 278

Camden, AR 71711

Dear Mayor Claybaker:

Camden Water Utilities supports the City's application to the EPA for the continuation of the Environmental Workforce Job Training Program. There are a number of certifications earned in the program that are used in our operation, including Overview of Environmental Regulations/Statutes, CPR, Confined Space Entry, HAZWOPER, Backflow Prevention Assembly Tester, Innovative and Alternative Treatment Technologies. Our company has employed Three graduates from the program and will continue to hire graduates as positions become available.

We are here to assist any way we can to keep this program available for our workforce. We have seen this program change lives of residents who otherwise wouldn't have had the opportunity to go to college to earn the skills to gain sustainable employment in this community.

Sincerely,

David Richardson, Manager

Camden Water Utilities

Kathy Lee

Subject:

FW: An Environmental Tech Graduate Resume

From: Jeff Fairchild [mailto:jeff_fairchild@rocketmail.com]

Sent: Wednesday, January 15, 2014 9:40 AM

To: Kathy Lee

Subject: Re: An Environmental Tech Graduate Resume

Ms. Lee,

Thank you for the resume. I was going to let you know that on Monday Timothy Dickey, a recent graduate of your program, accepted an offer to join our company. He is scheduled to begin on Friday. I plan to keep resumes on file and as we grow and develop positions the AEA graduates would be great candidates. I do not have another position at this time, but we have a serious growth plan so I certainly see other opportunities in the future. Thank you again.

Jeff Fairchild

BES Design/Build LLC Office: 501-313-2729 Cell: 501-258-0810

Email: jfairchild@bes-design-build.com

Sent from my iPhone

On Jan 15, 2014, at 8:59 AM, "Kathy Lee" <admin1.camden@cablelynx.com> wrote:

From: Kathy Lee [mailto:admin1.camden@cablelynx.com]

Sent: Tuesday, January 14, 2014 4:45 PM

To: David Richardson (davidrcamdenh2o@cablelynx.com); Dwayne Burnett

(<u>dwayne@environmentalstaffing.com</u>); Jacky Brown; James Whittington (<u>jwhittington@taslp.com</u>); Jeff Fairchild (mailto:jfairchild@bes-design-build.com); Joshua Taylor (joshua.taylor@arkansas.gov); Mark

Hawkins (mhawkins@hazmatservices.co); Mark R. Hayes; Mike Jackson

(mjackson@snyderenvironmental.com); Sam Steelman; Steve Neal; Tammy Larkins

Subject: An Environmental Tech Graduate Resume

Attached is a resume for one of our recent graduates. Please consider for employment with your company. Thank you.

Kathy Lee
City of Camden
P.O. Box 278
Camden, AR 71711
870.836.6436
Admin1.camden@cablelynx.com

N-STAFF

ENVIRONMENTAL STAFFING

February 6, 2014

Kathy Lee Asst. Mayor City of Camden PO Box 278 Camden, AR 71711

Re: Support of City of Camden and SAU Tech. Application to EPA Workforce Development and Job Training Grant

Dear Kathy Lee:

Environmental Staffing is pleased to support the City of Camden and SAU Tech. of your application to the EPA Workforce and Job Training Grant. Hopefully at the end of the training the graduates composed of disadvantaged residents and under skilled workers will have the skill set to compete for higher paying jobs in the areas of construction, environmental and green jobs. We are a professional staffing firm seeking individuals who are trained and certified environmental technicians.

We will assist City of Camden and SAU Tech with the implementation of the grant by providing the following services:

- Interview the graduates of the program
- Assist with job placement
- Assist with on the job counseling

Environmental Staffing considers City of Camden and SAU Tech, with respect to Environmental Workforce Development Job Training Grant a key partner in developing strategies for transitioning disenfranchised individuals into school and employment programs. Environmental Staffing is in need of individuals trained in various environmental disciplines including, but not limited to: asbestos, lead, mold and hazardous waste operations. The high quality occupational skills' training associated with this program meets and exceeds the requirements of our current and future clients needs.

Environmental Staffing is committed to working with City of Camden and SAU Tech. Environmental Workforce Development Job Training Grant and will provide referrals of individuals who could benefit from job training. This commitment will remain in effect for the entire grant period

Sincerely,

Operations Manager

Environmental Staffing

6401 Carmel Road Suite 207

Charlotte, NC 28226

Phone 704 - 529 - 6707

Fax 704 - 529 - 6017



Dean's Heating & Air Conditioning, Inc.

"The Unbeatables"

1300 California Ave. SW Camden, Arkansas 71701 (870) 836-7785

1520 Mt. Holly El Dorado, AR 71730 (870) 875-COQL

February 6, 2014

The Honorable Chris Claybaker City of Camden P.O. Box 278 Camden, AR 71711

Dear Mayor Claybaker:

This letter indicates my support for your application to the Environmental Protection Agency (EPA) to continue the Environmental Job Training Program provided through SAU Tech and the Arkansas Environmental Academy. We have two employees, Joshua McDonald and Jonathan Bryan, who have graduated from the program and are using their new skills on the job.

We will consider future graduates for employment when positions involving the skills and training provided by this program are available within our company. We look forward to working with the City of Camden to continue this worthwhile training program for our community.

Sincerely,

Alan Dean, Owner

Dean's Heating & Air Conditioning



February 6, 2014

Mayor Chris Claybaker City of Camden Post Office Box 278 Camden, Arkansas 71711

Dear Mayor:

Highland Industrial Park recognizes the value of the Brownfield program in the community. Therefore Highland is supportive of the program. Highland is willing to interview graduates for employment as vacant positions arise.

Sincerely,

James Nixon

Manager Warehousing & Business Development

Course Name	Awareness / Advanced Training	Certificate/License	Contact Hours	CEU's Awarded	Clase Dates	Number of Times Offered	Training Provider		Cost
Green Technologies: Innovated and Alternative Treatment Technologies	Awareness	AETA Certificate Purdue Green Generalist Certificate	40	4.0	January 19-30, 2015; July 6-16, 2015 January 18-28, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	6,0,10
CPR / First-Aid	Advanced	American Heart Saver - CPR Card AETA - First Aid Certificate	8	0.8	February 2-3, 2015; July 20-21, 2015; February 1-2, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	1,425
Chemical Safety Awareness	Awareness	AETA Certificate	4	0.4	February 4, 2015; July 22, 2015; February 3, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	600
Underground Storage Tank Leak Prevention	Awareness	AETA Certificate	4	0.4	February 5, 2015; July 23, 2015; February 4, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	600
OSHA 30-Hour General Industry	Advanced	OSHA 30 General Industry Card AETA Certificate	30	3.0	Fabruary 9-19, 2015; July 27-August 8, 2015; February 8-18, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	4,575
Confined Space Entry	Advanced	AETA Certificate	20	2.0	February 23-26, 2015; August 10-13, 2015; February 22-25, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	3,000
Hazwoper	Advanced	AETA Certificate	40	4.0	March 2-12, 2015; August 17-27, 2015; February 29-March 10, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	7,425
DOT Hazardous Waste Transportation	Advanced	AETA Certificate	8	0.8	March 23-24, 2015; August 31- September 1, 2015; March 21-22, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	1,200
Environmental Spill Response	Advanced	AETA Certificate	8	0.8	March 25-26, 2015; September 2-3, 2015; March 23-24, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	1,200
Industrial Wastewater Treatment	Advanced	Arkansas State Licanse Available AETA Certificate	36	3.6	March 30-April 9, 2015; September 14-24, 2015; March 28-April 7, 2016	3	Arkansas Environmental Training Academy (AETA)	s	4,575
Municipal Wastewater	Advanced	Arkansas State License Available AETA Certificate	24	2,4	April 13-21, 2015; September 28- October 6, 2015; April 11-19, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	4,200
Stormwater Management	Awareness	AETA Certificate	8	0.8	April 22-23, 2015; October 7-8, 2015; April 20-21, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	1,200
Solid Waste Management	Advanced	Arkansas State License Available AETA Certificate	20	2,0	April 27-30, 2015; October 12-15, 2015; April 25-28, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	2,475
Material Recovery and Recycling	Awareness	AETA Certificate	16	1.6	May 4-7, 2015; October 19-22, 2015; May 2-5, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	2,400
Soil and Groundwater Remediation	Advancad	AETA Certificate	40	4.0	May 11-21, 2015; October 26- November 5, 2015; May 9-19, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	6,000
Asbestos Worker	Advanced	Arksneas State License Available AETA Certificata	32	3.2	May 26-June 3, 2015; November 9- 18, 2015; May 23-June 2, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	5,025
Lead Renovation, Repair, and Painting (RRP)	Awareness	AETA Certificate	4	0.4	June 4, 2015 November 19, 2015 June 6, 2016	3	Arkansas Environmentai Training Academy (AETA)	\$	600
Environmental Site Assessment (Phase I and II)	Advanced	AETA Certificate	8	0.8	June 8-9, 2015; November 30- December 1, 2015; June 7-8, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	1,200
Environmental Sampling and Analysis	Advanced	AETA Certificate	20	2.0	June 10-16, 2015; December 2-8, 2015; June 13-16, 2016	3	Arkansas Environmental Training Academy (AETA)	\$	3,000
Graduation		Remediation Technican Certificate	0	***	June 23, 2015; December 15, 2015; June 21, 2016	3	Arkansas Environmentai Training Academy (AETA)	\$	•

Total Number of Contact Hours
Total Number of CEU's Awarded
Training Certificates Awarded
State Occupational Licenses Available
National Training Cards/Certificates

370 37.0

- 4 (Asbestos Worker, Solid Waste Management, Municipal Wastewater, Industrial Wastewater License)
- 3 (American Heart Saver CPR Card, OSHA 30-hour General Industry, Purdue Green Generalists)

Training Budget		Cycle 1	Cycle 2		Cycle 3	P	rogram Totals
	Training Fees	\$ 56,700	\$ 56,700	\$	56,700	\$	170,100
	Graduation Expenses	\$ 1,000	\$ 1,000	1	1,000	\$	3,000
	Travel Expenses	\$ 2,400	\$ 2,400	\$	2,400	\$	7,200
	Total Costs/Cycle	\$ 60,100	\$ 60,100	\$	60,100	\$	180,300

Notes: Camden will recruit 17 students for each of the three cycles for a total of 51 students recruited. With the expectation of training 15 students per cycle, the program will train a total of 45 students over the three cycles.

Goals: (1) Students will exceed the training requirements of this RFP. (2) Graduate 80% of the students who complete the program and place 80% of graduates into environmental related jobs, (3) Students can received college credit for training towards an Associates of Professional Studies Degree in Environmental Science.